



PWN DUBLIN

GROUP MENTORING PROGRAMME 2021

January 2021



PWN | DUBLIN
PROFESSIONAL WOMEN'S NETWORK

Group Mentoring Programme Details

➤ **Open to all PWN Dublin Members**

(To become a member of PWN Dublin, please click [here](#))

➤ **Mentors – up to 54 participants**

➤ **6 sessions 22nd Feb - 25th May**

15th Jan –
Applications
online form

29th Jan –
Deadline for
applications

12th Feb –
Confirmation
of
acceptance

Mentor
Meetings
22nd Feb –
25th May



PWN Dublin: Group Mentoring Programme 2021

PWN Dublin is delighted to launch the PWN Dublin Group Mentoring Programme.

There are 9 different topics to choose from, each led by one of our wonderful mentors who bring a wealth of talent and experience to the program.

There will be 6 participants in each group.

Dates and locations of sessions have been pre-decided, the details of which can be seen in the following document.

Successful applicants may only attend one group, however, may apply to a maximum of 3 groups; you can indicate your order of preference on the application form.

Please ensure your availability at the dates and times of the group or groups to which you are applying (these are available to download as mentor plans from the application form).

Brief bios of the mentors and their session plans, dates, times and locations are included below.

Follow the link below to access the Mentoring Application Form:

https://www.surveymonkey.com/r/Mentoring_Program_Application_2021

Closing date for receipt of applications is 29th January 2021.

If you have any queries or require further information, please email mentoring@pwndublin.net



Andrea Dermody

Managing Director
Dermody

ABOUT MENTOR

Andrea Dermody has over twenty years experience working across the Global Financial Services marketplace. With experience in Talent Management, Learning & Development and Diversity & Inclusion, most recently Andrea led inclusion and diversity for State Street in Europe, the Middle East and Africa (EMEA) with responsibility for fourteen European locations, 12,000 employees and 50+ Employee Resource Groups (ERGs). She is now managing director of her own consulting practice, Dermody.

Andrea holds a BA in History and Economics and a PgD in Business Studies from UCD and a MSc in Human Resource Development from Sheffield Hallam University. She is currently undertaking a course in Black Studies with the Institute of Antiracism and Black Studies. She is a qualified executive coach and a chartered fellow of the Chartered Institute of Personnel and Development (CIPD).

Andrea specialises in helping organisations build inclusive cultures that embrace multiple points of view to drive business success. Deputy chair of the financial services sub-committee of the 30% Club in Ireland, Andrea led their pivotal research project, "Making the Change Count" and she was also a founding member of the country steering committee for OUTstanding in Ireland at its inception in 2017, driving LGBT+ inclusion across Irish industry. Clients include semi-state utility organisations, global insurance companies, technology startups and multi-national construction organisations. She has also contributed as a Senior Consultant with the DCU Centre of Excellence for Diversity and Inclusion.

THEME: Taking a Strategic View on Career Progression

<u>SESSION NO. & TITLE</u>	<u>SESSION CONTENT</u>	<u>DATE</u>	<u>TIME</u>
Session 1: Orientation	<ul style="list-style-type: none"> • Getting to know each other • Goals and Expectations • Group Procedures 	March 3rd	8am
Session 2: Career & Development Planning	<ul style="list-style-type: none"> • What's the difference? • Situational Analysis • Follow through 	March 16th	8am
Session 3: Personal Brand	<ul style="list-style-type: none"> • What are your strengths • What do you want to be known for? 	April 14 th	8am
Session 4: Getting Feedback	<ul style="list-style-type: none"> • Who to ask and how • When do you need feedback • How to respond 	April 28 th	8am

Session 5:
Progression

- How do you progress internally/externally?
- Who are your sponsors?

May 12th

8am

Session 6:
Networking for people who hate
networking

- What is networking?
- Being strategic
- Building relationships

May 26th

8am

LOCATION:

Virtual



Ellen Ní Cléirigh

Senior Commercialisation Specialist
Enterprise Ireland

ABOUT Ellen:

Working as a Senior Commercialisation Specialist working to build the next generation of third level, science based spin-outs in agri-food. Gives guidance, support and strategic direction to STEM projects in achieving technical and commercial milestones. Ellen has worked across STEM disciplines over her career in Nestlé SA and in Enterprise Ireland. With a background in Human Nutrition, Ellen is driven the belief that the food system can be part of solution to meeting the intertwined challenges of climate change and human health.

Experienced in bringing together diffuse groups to achieve common goals, Ellen strives to make all voices heard and believes working together is more powerful than going it alone.

<https://www.linkedin.com/in/ellen-ni-cleirigh-25564457/>

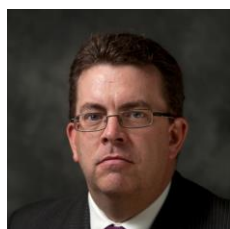
THEME

Believe to Build Your Career

<u>SESSION NO. & TITLE</u>	<u>SESSION CONTENT</u>	<u>DATE</u>	<u>TIME</u>
Session 1: Orientation	<ul style="list-style-type: none"> Getting to know each other Goals and expectations Group Procedures 	11 th Feb 2021	<u>12pm</u>
Session 2: The Drive to Succeed	<ul style="list-style-type: none"> Embracing your ambition Personal vision for your career 	25 th Feb 2021	12pm
Session 3: Trusting Yourself	<ul style="list-style-type: none"> Managing your inner critic Building resilience 	11 th Mar 2021	12pm
Session 4: Make it Happen	<ul style="list-style-type: none"> Habits of Highly Effective People Habits of Highly Effective Teams 	25 th March 2021	12pm
Session 5: Stepping into Your Power	<ul style="list-style-type: none"> Influencing - actions vs words Networking 	15 th April 2021	12pm
Session 6:	<ul style="list-style-type: none"> Reflections Goal setting and next steps 	6 th May 2021	12pm

LOCATION:

To take place online in 2021



Ian Headon

Senior Vice President
Northern Trust

ABOUT IAN:

Ian Headon is responsible for product development of Northern Trust's global fund services business and has been with the Bank since 2005. He has been Chairman of Irish Funds Task Force on AIFMD and has represented Northern Trust on numerous industry committees, task forces and at a variety of conferences. He is a Fellow of the Association of Chartered Certified Accountants (FCCA), and is pursuing a Masters in Management from the UCD Smurfit Business School. Prior to joining Northern Trust, he was at Bank of New York and PFPC International in Dublin.

<https://www.linkedin.com/in/ian-headon-8754729/>

THEME:

How to Approach Change and Disruption

<u>SESSION NO. & TITLE</u>	<u>SESSION CONTENT</u>	<u>DATE</u>	<u>TIME</u>
Session 1: Orientation	<ul style="list-style-type: none"> Getting to know each other Goals and Expectations Group Procedures 	5th March	8:30-10:00am
Session 2:	<ul style="list-style-type: none"> Why is change so difficult ? 	19th March	8:30-10:00am
Session 3:	<ul style="list-style-type: none"> How to execute on change agendas? 	9th April	8:30-10:00am
Session 4:	<ul style="list-style-type: none"> How can we influence ? 	23rd April	8:30-10:00am
Session 5:	<ul style="list-style-type: none"> How can our network help? 	7th May	8:30-10:00am
Session 6:	<ul style="list-style-type: none"> Reflections Next Steps 	14th May	8:30-10:00am

LOCATION:

Online



Keara McAndrew

Client Director
Lee Hecht Harrison

ABOUT KEARA

Keara has held leadership roles at LHH for over 10 years having joined the business in 2007 following her 20 year HRM and Learning & Development career at Bank of Ireland. Throughout her career at LHH, Keara has led major Career Transition and Talent Development programmes in organisations in the Technology; Pharmaceutical; FMCG and Financial Services sectors. She partners with HR Leaders across all industries enriching current relationships and winning new clients. She is a highly experienced Coach; Facilitator and Presenter and throughout her career has delivered programmes in Ireland, the UK and the US. Keara holds an Advanced Diploma in Life and Executive Coaching; BA Management (Hons), Psychometric Testing Levels A & B; is MBTI qualified. Keara is a Member of the Institute of Directors and PWN. Keara is passionate about developing leaders and helping people to build better careers.

www.linkedin.com/in/kearamcandrew

THEME

Developing Your Leadership Style

<u>SESSION NO. & TITLE</u>	<u>SESSION CONTENT</u>	<u>DATE</u>	<u>TIME</u>
Session 1: Orientation	<ul style="list-style-type: none"> Getting to know each other Goals and Expectations Group Procedures 	23 Feb 2021	_12.45pm – 2pm
Session 2:	<ul style="list-style-type: none"> Shifting Your Mindset Personal Vision 	9 Mar 2021	12.45pm – 2pm
Session 3:	<ul style="list-style-type: none"> Raising Your Strategic Value Communicate Strategically 	23 Mar 2021	12.45pm – 2pm
Session 4:	<ul style="list-style-type: none"> Network to be Influential Increasing your Presence 	13 April 2021	12.45pm – 2pm
Session 5:	<ul style="list-style-type: none"> Project Confidence and Presence Influence Up 	27 April 2021	12.45pm – 2pm
Session 6:	<ul style="list-style-type: none"> Resilience & Boundaries 	11 May 2021	12.45pm – 2pm

LOCATION:

Virtual via Zoom



Maria Ryan

Chief Controls Office
Barclays Bank Europe

ABOUT MENTOR

Maria has held leadership roles at Citi and AIG, in 2020 she joined Barclays who now have their European Headquarters located in Dublin. She began her career at Bank of Ireland and to date has held a variety of roles across Operations, Client Relationship Management, Project & Change Management, Controls, Compliance and Trading. Her global role at Citi involved managing teams remotely and travel to both Citi and client locations.

She is a qualified CIMA accountant and completed her primary degree in Business Studies & Finance at Dublin City University. She recently completed a Certificate in Leadership in Health and Wellbeing in the Workplace with Limerick Institute of Technology as part of her own ongoing learning and development. She led a mentoring program at Citi Ireland for three years which was part of a wider global initiative. She has benefited from mentoring more recently in her career and is very keen to share her experience and knowledge to develop leaders and help people build better careers.

LinkedIn: <https://www.linkedin.com/in/maria-ryan-748b551b/>

THEME: Resilience & Your Network

<u>SESSION NO. & TITLE</u>	<u>SESSION CONTENT</u>	<u>DATE</u>	<u>TIME</u>
Session 1: Orientation	<ul style="list-style-type: none"> Getting to know one another Goals & Expectations Group Procedures 	Tues 23 rd Feb	5.30pm
Session 2:	<ul style="list-style-type: none"> What is resilience Examples of resilience in the workplace 	Tues 9 th March	5.30pm
Session 3:	<ul style="list-style-type: none"> Who\What is your network The value of your network 	Tues 23 rd March	5.30pm
Session 4:	<ul style="list-style-type: none"> How to build resilience Resilience & boundaries 	Tues 13 th April	5.30pm
Session 5:	<ul style="list-style-type: none"> How to build your network How to leverage your network 	Tues 27 th April	5.30pm
Session 6:	<ul style="list-style-type: none"> Reflections Next Steps & Close 	Tues 10 th May	5.30pm

LOCATION: Zoom call



Michael Stone

Head of People & Culture
Grant Thornton Ireland

ABOUT MENTOR

Michael has over 20 years experience in the HR area and has worked in the telecoms and financial services industries and now is the People & Culture lead for Grant Thornton Ireland. His experience is in driving change within organisations through the transformative use of technology and, critically, people has resulted in successfully delivering projects.

THEME:

Adapting and leading through change to achieve personal and professional success

<u>SESSION NO. & TITLE</u>	<u>SESSION CONTENT</u>	<u>DATE</u>	<u>TIME</u>
Session 1: Orientation	<ul style="list-style-type: none"> • Getting to know each other • Goals and Expectations • Group Procedures 	Thursday 25 th Feb	0800
Session 2: Change	<ul style="list-style-type: none"> • What is change and why we should embrace it • 	Thursday 11 th March	Meeting time
Session 3: Vision	<ul style="list-style-type: none"> • Definitions of success • • 	Thursday 1 st April	Meeting time
Session 4: Everything now	<ul style="list-style-type: none"> • What happens when things do go wrong? • What resilience can do and you can build it 	Thursday 22 nd April	Meeting time
Session 5: Where do we go from here?	<ul style="list-style-type: none"> • Change has been achieved but how do take the success on to a new point 	Thursday 6 th May	Meeting time
Session 6: Enter Session Name here	<ul style="list-style-type: none"> • Reflections • Next Steps • Close 		Meeting time

LOCATION:

Virtual



Noreen O' Keefe

Director
CareerSteps Consulting

ABOUT NOREEN:

Noreen has worked as a Director in specialist recruiter Red Tree Recruitment for 10 years (now rebranded as Careersteps) as well as being an accredited Executive & Career Coach . Prior to this she worked in Sales and HR with one of Irelands largest Insurance companies.

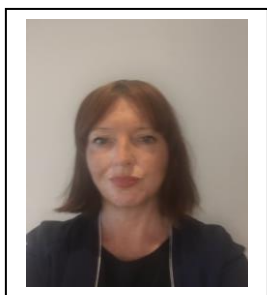
www.linkedin.com/in/noreenokeeffe

THEME:

Career Personal Brand, “Where is it you want to go in your career?” and working on a road map to get there

<u>SESSION NO. & TITLE</u>	<u>SESSION CONTENT</u>	<u>DATE</u>	<u>TIME</u>
Session 1: Orientation	<ul style="list-style-type: none"> • Getting to know each other • Goals and Expectations • Group Procedures 	<u>25th February</u>	<u>12.30 pm</u>
Session 2: Career Direction	<ul style="list-style-type: none"> • The Career Landscape • Transition / flexibility /future of work • Advancement/Promotion • New Horizons 	<u>11th March</u>	<u>12:30pm</u>
Session 3: What is required to reach your goal?	<ul style="list-style-type: none"> • New CV • Networking • Education 	<u>25rd March</u>	<u>12:30pm</u>
Session 4: Developing your personal brand	<ul style="list-style-type: none"> • How to differenate yourself • LinkedIn profile • Cover letters 	<u>15th April</u>	<u>12:30pm</u>
Session 5: Interview Techniques	<ul style="list-style-type: none"> • Internal • External • Talking to Recruiters / taking a headhunt call • Image and why it matters 	<u>29th April</u>	<u>12:30pm</u>
Session 6: Challenging Situations, i.e. how to approach the following situations	<ul style="list-style-type: none"> • Salary review • Performance Management • Looking for flexibility • Asking for Education supports 	<u>13th May</u>	<u>12:30pm</u>

*sessions to be held on Zoom until conditions permit – links will be sent in advance *



Yvonne Callanan

Global Head of Transfer Agency Technology
Citigroup

ABOUT MENTOR

Yvonne has held leadership roles at Citigroup during the last 10 years having started her technology career over 25 years ago, her experience spans a diverse range of sectors including Banking, Insurance, Healthcare, Manufacturing as well as tech startups which have afforded her valuable insights on the benefits of enabling diversity and inclusion within the workplace. Over the last 4 years she has operated as a senior member of the Global Citigroup Women in Technology group as well as participating as a career mentor and coach within the Citigroup Prometheus Women's development program. Yvonne holds a BSc in Computer Science and is PMP certified. Yvonne is passionate about facilitating women in achieving their career potential through open discussion and collaboration.

www.linkedin.com/in/yvonne-callanan-4b35891a

THEME:

Influencing Your Work Culture

<u>SESSION NO. & TITLE</u>	<u>SESSION CONTENT</u>	<u>DATE</u>	<u>TIME</u>
Session 1: Orientation	<ul style="list-style-type: none"> Getting to know each other Goals and Expectations Group Procedures 	Feb 24 th 2021	6pm
Session 2: D & I Culture	<ul style="list-style-type: none"> Benefits of a Diverse & Inclusive workplace Your workplace culture and how you can evolve it 	Mar 3 rd 2021	6pm
Session 3: Highly Effective Women	<ul style="list-style-type: none"> Habits of Highly Effective Women Your habits and how you can evolve them with D & I 	Mar 10 th 2021	6pm
Session 4: Gender/Race Bias	<ul style="list-style-type: none"> Gender Bias awareness Gender / Race Bias testing Ways to address Gender / Race Bias 	Mar 24 th 2021	6pm
Session 5: Your own Diverse Brand	<ul style="list-style-type: none"> Developing and promoting your own Diverse brand 	Mar 31 st 2021	6pm
Session 6: Reflect and pay it forward	<ul style="list-style-type: none"> Reflections Next Steps Close 	April 21st 2021	6pm

LOCATION:

Zoom until our Government advisory supports physical meet-ups



Zuzanna Korsak

Vice President, Strategic Client Solutions
State Street

ABOUT MENTOR

Zuzanna Korsak is Vice President and Strategic Client Services Programme Manager for State Street Global Services Ireland. Zuzanna joined State Street at the beginning of her career after graduating in 2007 with a Master's Degree from The Poznan University of Economics and Business. In the ensuing years, Zuzanna has worked in many areas of the business, which has given her the opportunity to work and live in multiple locations, including France, Ireland, Poland, the UK and North America. Zuzanna has extensive operational and management experience. She is a global mentor at State Street, involved in their Next Generation Leadership programme. She is also a graduate of the State Street Leadership Development Programme.

THEME:

Big organisations – how to succeed in a professional jungle

<u>SESSION NO. & TITLE</u>	<u>SESSION CONTENT</u>	<u>DATE</u>	<u>TIME</u>
Session 1: Orientation, let's get to know each other	<ul style="list-style-type: none"> Getting to know each other Why are you here? Group rules 	26/02/2021	10:00
Session 2: Building your brand – performance and relationship currencies	<ul style="list-style-type: none"> What is your brand – 50/50 rule Performance currency Relationship Currency 	12/03/2021	10:00
Session 3: Building successful teams. Developing yourself and others as a line manager	<ul style="list-style-type: none"> What is a team People vs. Manager Managing in the real world – underperformance, conflict, internal investigations, demotion, dismissal 	26/03/2021	10:00
Session 4: Influencing skills and buy-in – how to get ahead and navigate office politics	<ul style="list-style-type: none"> Can you manage up? Can you influence your future in the company? Survive office politics 	16/04/2021	10:00
Session 5: Leadership branding – presenting yourself as a future leader	<ul style="list-style-type: none"> Who has your back? How to use your brand Do you have your company's IOU in your wallet? 	30/04/2021	10:00
Session 6: Strategic thinking vs. real employee engagement and motivation	<ul style="list-style-type: none"> Remember - being valued and being rewarded are two different things! 	12/05/2021	10:00

- How to turn presentation into a conversation
- Mistake recovery management

LOCATION:

Virtual / WebEx

Legal:

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Our data privacy policy is contained on our website terms of use available [here](#).

